



ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ

ಅಧಿಕೃತವಾಗಿ ಪ್ರಕಟಿಸಲಾದುದು

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ಭಾಗ ೧

ರಾಜ್ಯ ಸರ್ಕಾರದ ಮುಖ್ಯ ಆದೇಶಗಳು ಹಾಗೂ ಸುತ್ತೋಲೆ ಮುಂತಾದ
ಎಲ್ಲಾ ಇಲಾಖೆಗಳಿಗೂ ಸಂಬಂಧಿಸಿದ ಆದೇಶಗಳು

PROCEEDING OF GOVERNMENT OF KARNATAKA

Subject:- Revision of AICTE pay scales of Teaching staff of the Government College of Pharmacy under the control of Drugs Control Department-reg.

- Read:-
1. Government Order No.HFW 100 PTD 2010, Dated:17.05.2012.
 2. Addendum G.O. No:HFW 112 PTD 2015 dated:01.09.2016.
 3. Letter No.1-37/2016-TS.II, dated:18.01.2019, the Ministry of Human Resource Department, Department of Higher Education, (Technical Section-II) - GOI.
 4. AICTE Notification No. F.No.61-1/RIFD/7th CPC/2016-17, dated:01.03.2019.
 5. Government Order NO. FD 17 SRP 2019, dated: 02.11.2019.
 6. Letter No. ಔನಿಇ/26/ಸಿಬ್ಬಂದಿ/2019-20, dated: 06.11.2019.

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PREAMBLE:

As a matter of Policy the benefits of revised AICTE pay scales are being extended to the teaching staff working in the Government College of Pharmacy under the control of the Department of Drugs Control as and when similar benefits are being extended to the teaching and equivalent cadre staff in degree level technical institutions in the State.

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In Government Order dated:17.05.2012 read at (1) above, orders were issued extending the 2006 Revised AICTE pay scale benefits to the teaching staff of the Government College of Pharmacy w.e.f. 01.11.2011. Further, in Addendum G.O.dated:01.09.2016 referred at (2) above the anomaly in the pay scale of the Professor in 2006 Revised AICTE pay scale has been set right as per the AICTE Regulations.

Sequel to the directions of the GOI to revise the pay scale of teachers and other academic staff in degree level Technical Institutions and other degree level Technical Institutions under the purview of AICTE vide letter dated:18.01.2019 read at (3) above, the AICTE has issued a revised 2019 regulations in respect of faculties working in Technical Institutions vide Notification dated:01.03.2019 read at (4) above.

The revised Central Government Pay Scales i.e., 2016 Revised AICTE pay scales have been structured by merging the Dearness Allowance of 125% as on 01.01.2016 in the pre-revised pay scale. Therefore, subsequent to the revision of Central Government pay scales w.e.f. 01.01.2016, pending revision of the pay scales in respect of these category of teachers the Dearness Allowance with reference to pre-revised pay scales have been sanctioned to the teachers on 2006 AICTE pay scales including the teaching staff of the Government College of Pharmacy by the State Government. Recently in GO dated: 02.11.2019 read at (5) above, orders have been issued granting 164% of Dearness Allowance in the pre-revised pay scales. In other words, Government have sanctioned 33% of D.A. in Pre-revised pay scale from 01.07.2016 till 01.07.2019 to the teaching staff of the Government College of Pharmacy. Resultantly, the State Government has sanctioned 33% of Dearness Allowance in the pre-revised pay scales to these category of teaching staff as against 17%of Dearness Allowance sanctioned by the GOI in the 2016 revised Pay Scheme. Further, these employees are being paid HRA at the rate of 30%, 20% and 10% of Basic Pay till date, as against 24%, 16% and 8% of revised rates of HRA applicable to the Central Government Employees in the 2016 revised pay matrix. Accordingly these aspects are kept in mind while implementing the 2016 Revised Pay Scheme to the faculties working in Government College of Pharmacy.

Accordingly, as a matter of policy the following orders are issued.

GOVERNMENT ORDER NO. HFW 127 PTD 2019, BENGALURU,
DATED:03.05.2021.

1. In the light of the facts and circumstances narrated in the preamble, the Government are pleased to revise the AICTE pay scales in respect of teaching staff working in the Government College of Pharmacy under the control of the Department of Drugs Control as follows:

- i. As for as the cadre structure is concerned there shall be only 3 designations in respect of teachers in the Government College of Pharmacy viz; Assistant Professor, Associate Professor and Professor.
- ii. The existing pay scales of the Teachers, working in Government College of Pharmacy are revised as specified in the following tables:

Revised pay scale of teachers in Government College of Pharmacy:

Sl. No	Designation	Existing Pay scale Rs		Corresponding Designation	Revised Pay in the Pay Matrix (Rs.)		
		Pay Band	AGP		Academic Level	Minimum	Maximum
1.	Assistant Professor	15600-39100	6000	Assistant Professor (Grade-I)	10	57,700	1,82,400
2.	Assistant Professor	15600-39100	7000	Assistant Professor (Grade-II)	11	68,900	2,05,500
3.	Assistant Professor	15600-39100	8000	Assistant Professor (Grade-III)	12	79,800	2,11,500
4.	Associate Professor	37400-67000	9000	Associate Professor	13A1	1,31,400	2,17,100
5.	Professor	37400-67000	10000	Professor	14	1,44,200	2,18,200
6.	Professor (HAG – Scale)	67000-79000	---	Senior Professor	15	1,82,200	2,24,100

- a) The first academic level (corresponding to AGP of Rs.6000) in the pay matrix in Annexure-I is numbered as academic level 10. Similarly, of other academic levels are 11, 12, 13A.1, 14 and 15.

2. Revised Pay for Principal:

The pay of Principal shall be equivalent to the pay of Professor at level 14 with rationalized entry pay of Rs. 1,43,200/- along with a special allowance of Rs.3000/- p.m.

3. Date of effect:

The revised AICTE pay scales shall be effective from 01.04.2021.

4. Coverage:

- i) The above scheme of pay revision shall apply only to teachers in the Government College of Pharmacy.
- ii) The above scheme of pay revision shall not be extended to persons who do not fulfill the minimum criteria stipulated in the 2019 AICTE Regulation viz: **“AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education- (Degree) Regulation, 2019”** and amendments if any issued from time to time.
- iv) Except the issues related to conditions of recruitment and qualifications, fixation of pay, grant of CAS benefits and adherence to the prescribed standards as stipulated in the above mentioned 2019 AICTE Regulation, the regulation of service conditions of teachers working in the Government College of Pharmacy shall strictly be in accordance with the provisions of the Rules framed by the State and orders issued thereunder.
- v) The above scheme of revision shall not be applicable to such cadres / posts whose terms of Appointment and Recruitment is not in accordance with the provisions of AICTE Regulations.
- vi) The above scheme of pay revision is not applicable to the Librarians & Physical Education Personnel in the Government College of Pharmacy.
- vii) Without the previous sanction of the State Government the above scheme of Pay Revision shall not be extended to the Personnel who are drawing pay in the State Pay scale even though they fulfill the conditions stipulated under the respective AICTE Regulations.

5.Designation:

There shall be no change in the present designation of teachers and equivalent cadres. Accordingly, there are only three designations in respect of teachers in Government College of Pharmacy viz; Assistant Professors, Associate Professors and Professors.

6. Fixation of Pay in the Revised Pay Matrix:

1. The Revised Pay Matrix is as specified in Annexure-I appended to this order:
2. The formula followed by the 7th CPC is adopted in structuring the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells in the Revised Pay Matrix.

3. Each cell in an academic level is at 3% higher stage than the previous cell in that level.
4. The index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
5. The initial pay of the incumbent faculty member holding a permanent post in the cadre of Teacher/Librarian /Physical Education Teacher and equivalent posts shall be fixed in the Revised Pay Matrix specified in **Annexure-I**, w.e.f. 01.01.2016 in the following manner:
 - i) The entry pay for each level of pay Band and Academic Grade Pay in the corresponding academic level and Cells is as specified below:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)	Revised entry pay (Rs)
10	6,000	21,600	57,700
11	7,000	25,790	68,900
12	8,000	29,900	79,800
13A.1	9,000	49,200	1,31,400
14	10,000	53,000	1,44,200
15	-	67,000	1,82,200

- ii) The Pay of incumbent employee shall be fixed at the corresponding appropriate level in the Pay Matrix by multiplying the existing basic pay as on 01.04.2021 with the multiplication factor of 2.57, rounded off to the nearest rupee, the figure so arrived at shall be located in the applicable level in the Pay Matrix. If the figure so arrived at corresponds to any identical pay in the applicable level of Pay Matrix, the same shall be the revised pay. If no such Cell is available in the applicable level the pay shall be fixed at the immediate next higher Cell in that applicable level of the pay Matrix.
- iii) In fixation of pay whenever as situation arises that more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched and pay fixed in the subsequent Cell in the Pay Matrix.
- iv) If the minimum pay or the first Cell in the applicable level is more than the amount calculated as per sub-clause (ii) above, the pay shall be fixed at the minimum pay or the first Cell of that applicable level.
- v) The pay of employees appointed by direct recruitment on or after 1st day of April 2021 shall be fixed at the minimum pay or the first Cell in the level applicable to the post to which such employees are appointed but not otherwise as specified in sub-clause (ii) above.

- vi) Fixation of pay by using the multiplication factor 2.57 is not applicable to employees promoted on or after 01.04.2021. However, their pay is regulated in accordance with the provisions of this G.O. and the Rules governing service conditions as the case may be.
 - vii) After fixation of pay, grant of increment shall be regulated in accordance with the provisions of KCSRs and Orders issued thereunder prevailing at the time of such re-fixation of pay.
 - viii) The fixation of pay in the Revised Pay Matrix shall be done in the form provided in **Annexure-II** appended to this order. One copy of this form should be pasted in the Service Register and one copy should be sent to the concerned Head of the Department.
- 6) For the purpose of this order:
- a) "Pay Matrix" means, Matrix specified in *Annexure-I* appended to this order with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and grade Pay or Scale:
 - b) "Level" in the Pay Matrix shall mean the level corresponding to the existing Pay Band and Grade Pay or scale specified in Annexure-A of the Schedule.
 - c) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in Annexure-I.
 - d) "Basic Pay" in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix.

7. Allowances:

a) Dearness allowance:-

In view of the freezing of dearness allowance w.e.f. 01.01.2020 the employees are entitled to dearness allowance at the rate of 17% of basic pay as per the existing orders. Future grant of dearness Allowance shall be regulated in accordance with the provisions of the orders issued by the State Government from time to time with reference to the orders of the GOI order/notification.

b) Other allowances:-

- i) The rate of HRA and CCA shall be as notified by the State Government from time to time. The revised rates of HRA in the revised pay shall be at the rates of 24%, 16% and 8% of basic pay as against the existing rates of 30%, 20% and 10% respectively. All other benefits /incentives such as leave /study leave, LTC, Medical Reimbursement and Pensionary benefits etc., shall be regulated in accordance with the Rules / orders of the State Government issued from time to time.
- ii) All other benefits /incentives such as allowance and special allowances like handicapped conveyance allowance, leave /study leave, LTC, Medical

Reimbursement and Pensionary benefits etc., shall be regulated in accordance with the Rules /orders of the State Government issued from time to time.

8. Increment:

a) The rate of annual increment in the Pay Matrix is 3% with each cell being higher by 3% over the previous cell. Accordingly, the annual increment shall be as specified in the vertical cells of the applicable level in the Pay Matrix.

b) The grant of annual increment to employees shall be regulated in accordance with the provisions of the applicable Service Rules and standing orders issued in this regard from time to time by the State Government.

9. Promotion:

Subject to the fulfillment of conditions stipulated in the respective AICTE Regulations read with the provisions of rules/orders of the State Government; after fixation of pay in the Pay Matrix when an individual gets a promotion his pay in the Pay Matrix shall be fixed as follows:

On promotion, the employee would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level; otherwise the next higher cell in that level shall be the new pay of the employee.

10. Superannuation and re-employment:

The age of superannuation of teachers and other equivalent cadres in the Government College of Pharmacy, shall be in accordance with the Rules /Orders issued in this regard and shall be regulated as notified by the State Government from time to time. Further, if the situation warrants necessary steps may be taken to re-employ the academic staff with prior approval of the State which shall strictly be in accordance with the provisions stipulated by AICTE from time to time read with the provisions of the rules of the State Government.

11. Regulation of Service Conditions:

i) The conditions of service of teachers and equivalent cadre staff like grant of CAS, promotion, cadre structure etc., shall be as stipulated in the "AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Educations – (Degree) Regulation, 2019" and applicable provisions of respective AICTE Regulations read with the provisions of service rules issued by the State Government.

ii) The provisions contained in the above mentioned AICTE Regulation, 2019 and relevant other regulations shall strictly be implemented without any further changes. Further, without the prior approval of the State Government no changes shall be made in the respective service rules even though it is amended or relaxed by the AICTE.

iii) Necessary steps shall be taken to amend the existing statutes as per the AICTE norms. Provided the conditions of service if any, shall not be contradictory to the provisions of the Statutes framed by the State Government.

12. Consultancy assignments:

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the AICTE Regulations /Consultancy Rules read with the relevant Rules /Orders of the State Government issued if any from time to time.

13. Anomalies in Pay Revision:

Separate orders will be issued by the State Government after examining the cases of anomalies in pay if any such cases are brought to the notice of the State after getting necessary clarification from AICTE in this regard.

14. Undertaking:

An undertaking from every employee who is a beneficiary under this Scheme shall be taken in the form given in Annexure-III to this order. Therefore any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be recovered or adjusted against the future payment due or otherwise to the beneficiary as the case may be.

15. Incentives for Ph.D./M.Phil. and other Higher Qualification:

The grant of incentives for acquiring higher qualifications like Ph.D./M.Phil. and other higher qualifications at the entry level on or after 01.04.2021 i.e. after implementation of revised pay scale shall be as specified below:-

- (i) Five non-compounded advance increment shall be admissible at the entry level of a recruit as an Assistant Professor possessing a Ph.D awarded in a relevant discipline by the recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or student having valid GATE / GPAT score for admission to Ph.D. or student selected for Ph.D . Program under National Doctoral Fellowship program of AICTE / Prime Minister's Research Fellowship program.
- (ii) Those possessing Post-graduate degree in M.Tech./ M.Arch./M.Plan. / M.E /M. Pharm. / M. Des. /M.S. etc. recognized by the relevant statutory body / council shall be entitled to two non-compounded advance increments at the entry level.
- (iii) Teacher who complete their Ph.D. degree while in service as Assistant Professor shall be entitled to three non-compounded increments fixed at increment applicable at entry level as Assistant Professor only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a recognized University following and due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institute establishment under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or student selected for Ph.D. Program under Quality Improvement Program (QIP) / Teachers Research Fellowship (TRF).
- (iv) However, in view of the conflicting provisions in para (5) of the GOI letter No. 1-37/2016-TS.II dated:18-01-2019 and in regulation 2.22 of the "AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of

Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Education-(Degree) Regulation, 2019” the provisions in para (15) above governing grant of incentives of acquiring higher Educational qualifications, shall not be given effect until necessary clarifications from AICTE and MHRD, Government of India is obtained in this regard.

16. Recruitment and Qualification:

- a) Conditions governing eligibility criteria for direct recruitment to the post of Teachers in the Government College of Pharmacy shall be as specified in the “AICTE Pay Scales, Services Conditions and Minimum Qualification for Appointment of Teacher and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical institutions and Measures for the Maintenance of Standards in Technical Education-(Degree) Regulation, 2019” and amendments if any issued in this regard from time to time by AICTE read with the provisions of applicable rules of the State Government like the Karnataka Civil Services (General Recruitment) Rules, 1977 etc, and orders issued there under.
- b) All other eligibility criteria for direct recruitment to the various level cadres shall be as specified in the applicable AICTE Regulations.

17. Counting of Past Services for Direct Recruitment and Promotion under

CAS:

(i) Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT or state PSUs etc., may be counted for direct recruitment only to the relevant cadres/post but fixation of pay, Regulations of Service Conditions in such cases shall be strictly in accordance with the provisions of Rules framed by the State. Further, for promotions under the CAS the previous service of a teacher in the cadre of Assistant Professor, Associate Professor, Professor or any other nomenclature etc., shall be considered in accordance with the provisions of relevant Service Rules/Orders of the State Government if any and further subject to the fulfillment of the following:

- a) The essential qualifications for the post held are not lower than the qualification prescribed by the AICTE for Assistant Professor, Associate Professor and Professor, as the case may be.
- b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor / Associate Professor / Reader and Professor.
- c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualification as prescribed by the AICTE for appointment to the post of Assistant Professor/Associate Professor/Reader and Professor as the case may be.

- d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations /statutes of the University/State Government/Central Government/ concerned Institutions for such appointment.
- e) The previous appointment was not as guest faculty for any duration.
- f) The previous ad-hoc or temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion subject to fulfillment of condition stipulated in 2019 AICTE Regulations and Amendments issued from time to time.

(ii) The provisions of AICTE regulations and State Government Rules shall strictly be adhered to while taking a decision on this issue.

18. Mandatory teaching hours/days:

The Government College of Pharmacy shall adopt the mandatory teaching hours and working days prescribed by the AICTE and the State Government from time to time.

19. Mandatory teachers training:

In addition to the training scheme framed by the State Government/Universities every teacher appointed or promoted to any position shall have to undergo mandatory training programs as per the AICTE Teachers Training Policy as specified in AICTE Regulations, 2019 and necessary amendments issued in this regard.

20. Deputation & AICTE Pay Scales:

As a matter of Policy and in order to maintain quality and standards like relevancy, inclusiveness and excellence in academic field, Teachers going on deputations to other jobs except those related to technical education management and research cannot carry forward their AICTE pay scales. In other words Teachers and equivalent cadre staff are not entitled to get pay in AICTE Pay Scales when they go on deputation to other posts outside the academic field. However, they are entitled to draw pay in state pay scales as per the Rules and Orders governing the issue.

21. The Period of Probation and Confirmation

The period of probation and confirmation of Teachers and equivalent cadre staff in shall be as stipulated in the respective State Rules namely; The Karnataka Civil Services (Probation) Rules, 1977 and the Karnataka Civil Services (General Recruitment) Rules, 1977 etc., and orders issued thereunder from time to time.

22. Creation and Filling –up of teaching Posts

Without the sanction of the State Government no new post be created and no recruitment shall be made to the posts in the Government College of Pharmacy. The ratio of posts in different teaching cadre as prescribed by AICTE shall be adhered to.

23. Code of Professional ethics:

- a) Provisions of the KCS (Conduct) Rules, 2021 are applicable to the teaching faculty in the Government college of Pharmacy
- b) Further, the Government College of Pharmacy in consultation with the State Government may evolve its own professional ethics/code of conduct which shall be in consonance with the provisions of Acts/Rules framed by the state.

24. Service Agreement:

There shall be such agreement / contracts between the employees on AICTE pay scales at the time of direct recruitment/promotion while deputing for higher studies as provided in relevant service rules/AICTE Regulations and the same is subject to further regulations as the State deems fit.

25. Inter-se-seniority between the direct recruited and promoted under CAS

The Seniority of employees including the inter-se-seniority among direct recruits and promotees etc. shall be determined as per the provisions of Karnataka Government Servants (Seniority) Rules, 1957 and orders if any issued thereunder.

26. Others Matters:

If any difficulty arises in giving effect to the above provisions the same may be considered in the light of the provisions contained in “**AICTE Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the Maintenance of Standards in Technical Educations (Degree) Regulation, 2019**” and amendments issued thereunder read with relevant service rules of the State and if necessary the same may be referred to Government for necessary orders/clarifications.

27. This Order issues with the approval of the State cabinet in case no: C:74/2021 dated:03.03.2021 and of the Finance Department vide its Note No. FD 22 SRP 2020, dated:27.04.2020.

By order and in the name of the
Governor of Karnataka

(PUSHPA. N)

Deputy Secretary to Government-3
Health & Family Welfare Department

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